PERSONNEL

INDEX TO VOLUME 50—1973

SUBJECT INDEX—1973

(PAW) = People at Work

A

ASSESSMENT CENTERS

Assessing the Assessment Center—A Theory Y Approach ..... *Nov.* 15
What Is "Typical" of Assessment Centers? ..... *July* 50

B

BUSINESS SCHOOLS

Translating the M.B.A. into Jobs and Money (PAW) .. *Nov.* 7

C

CAREER TRENDS

(See also Women in the Workforce.)

Career Paths That Promise Payoff (PAW) ..... *May* 4
How Relevant Is Engineering Education to Industry's Needs? ..... *Jan.* 54
Needed: More Training in Occupational Medicine (PAW) ..... *Mar.* 7
The Not-So-Old Pros Switch Careers After Retirement (PAW) ..... *Nov.* 5
Profiles of Five Second Careerists ..... *Jan.* 36

COMPENSATION

(See also Professionals.)

Flexible Compensation During Controls ..... *Jan.* 61
Misuses of Compensation as a Motivator ..... *Sept.* 30

E

EQUAL EMPLOYMENT

EEO Compliance: Results, Not Intentions (PAW) .... *July* 6
Title VII and Employee Selection Techniques ..... *Jan.* 26

EXECUTIVES

(See also Overseas Operations.)

Capturing Entrepreneurial Executives ..... *Nov* 47
Dissecting the Distinguished in the Business World (PAW) ..... *July* 5
Farming Out Managers: A Weyerhaeuser Experiment (PAW) ..... *Sept.* 7
The Fine Art of Managerial Hustling ..... *Sept.* 53
How One Company Assesses Management Potential ..... *Mar.* 48
Middle Managers' New Values ..... *Jan.* 47
People After Work: Executive In and On the Air (PAW) ..... *Jan.* 6

H

HUMAN RESOURCE MANAGEMENT

Coming: A Locked-In Generation of Workers ..... *Nov.* 23
Employee Attitudes Toward Attitude Surveys ..... *May* 60
Everybody's Bored, but Who Are the Most Bored? (PAW) ..... *Jan.* 5

PERSONNEL

INDEX TO VOLUME 50—1973

SUBJECT INDEX—1973

(PAW) = People at Work

A

ASSESSMENT CENTERS

Assessing the Assessment Center—A Theory Y Approach ..... *Nov.* 15
What Is "Typical" of Assessment Centers? ..... *July* 50

B

BUSINESS SCHOOLS

Translating the M.B.A. into Jobs and Money (PAW) .. *Nov.* 7

C

CAREER TRENDS

(See also Women in the Workforce.)

Career Paths That Promise Payoff (PAW) ..... *May* 4
How Relevant Is Engineering Education to Industry's Needs? ..... *Jan.* 54
Needed: More Training in Occupational Medicine (PAW) ..... *Mar.* 7
The Not-So-Old Pros Switch Careers After Retirement (PAW) ..... *Nov.* 5
Profiles of Five Second Careerists ..... *Jan.* 36

COMPENSATION

(See also Professionals.)

Flexible Compensation During Controls ..... *Jan.* 61
Misuses of Compensation as a Motivator ..... *Sept.* 30

E

EQUAL EMPLOYMENT

EEO Compliance: Results, Not Intentions (PAW) .... *July* 6
Title VII and Employee Selection Techniques ..... *Jan.* 26

EXECUTIVES

(See also Overseas Operations.)

Capturing Entrepreneurial Executives ..... *Nov* 47
Dissecting the Distinguished in the Business World (PAW) ..... *July* 5
Farming Out Managers: A Weyerhaeuser Experiment (PAW) ..... *Sept.* 7
The Fine Art of Managerial Hustling ..... *Sept.* 53
How One Company Assesses Management Potential ..... *Mar.* 48
Middle Managers' New Values ..... *Jan.* 47
People After Work: Executive In and On the Air (PAW) ..... *Jan.* 6

H

HUMAN RESOURCE MANAGEMENT

Coming: A Locked-In Generation of Workers ..... *Nov.* 23
Employee Attitudes Toward Attitude Surveys ..... *May* 60
Everybody's Bored, but Who Are the Most Bored? (PAW) ..... *Jan.* 5

Flexible Working Time That Really Is (PAW) ..... *Sept.* 4
From "Yankee, Go Home" to "Bienvenido, Amigo" (PAW) ..... *Sept.* 5
The Personnel Manager's Front-Line Role in the Marketing Field ..... *Nov.* 41
Giving Credit Where Credit Is Due ..... *July* 39
Human Resource Accounting: Building and Assessing Productive Organizations ..... *May* 8
Money for Everybody in Bright Ideas (PAW) ..... *Nov.* 4
The Move That Moves Them to Tears (PAW) .... *Jan.* 4
No Promotion? Try Rotation ..... *Mar.* 56
Outplacement as a Personnel Responsibility ..... *May* 40
Screening Out the Troublemakers at Sea and on Land (PAW) ..... *Mar.* 5
Shaping Personnel Strategies to Disparate Value Systems ..... *Mar.* 8
Taking Subjectivity out of Performance Appraisal .... *July* 45
Theory X, Theory Y, or Something in Between? .. *May* 45
Value Scaling as a Counseling Aid ..... *Sept.* 60
Where Have All the Achievers Gone? ..... *Nov.* 36
Why Do They Leave? ..... *May* 25

J

JOB ENRICHMENT

Key Elements in Implementing Job Enrichment ..... *Sept.* 45
Maximizing Productivity Through Job Enrichment *Mar.* 31

L

LABOR RELATIONS

(See also Productivity.)

Tools to Resolve Labor Disputes in the Public Sector *Mar.* 40
Up and Down Defined as Interstate Commerce (PAW) ..... *July* 4

O

ORGANIZATIONAL DEVELOPMENT

(See also Supervisors.)

The Group Construct: A Model for OD Interventions ..... *Sept.* 19
The Tools Are There: How Is Management Using Them? (PAW) ..... *May* 5

OVERSEAS OPERATIONS

Living It Up in Tokyo—On the Cuff (PAW) ..... *May* 7
Management Development for Nationals Overseas .. *Mar.* 24
The Not-So-Hardheaded Businessman (PAW) ..... *May* 6

P

PRODUCTIVITY

(See also Job Enrichment.)

MBO, Pay, and Productivity *Jan.* 21
The Pay Board and Productivity Bargaining ..... *Jan.* 8
People, Productivity, and Organizational Structure *Sept.* 8

PROFESSIONAL PERSONNEL

Does the Industrial Engineer Dehumanize Jobs? .. *July* 62
Manpower Bank and Reward Systems for Professionals ..... *July* 19

R

RECRUITING

(See also Executives.)

Company Recruiters—Unpersuasive Pitchmen ..... *Sept.* 63

S

SAFETY

OSHA Compliance: "Safety Is Good Business" ..... *July* 30

SOCIAL RESPONSIBILITIES

(See also Training.)

Corporate Responsiveness to the Drug Abuse Problem ..... *Nov.* 8
The Corporate Social Audit: Where Does It Stand Today? ..... *July* 8
With Company Blessings: Corporate Trainers in Community Service ..... *Nov.* 52

SUPERVISORS

Supervisors' Reaction to Subordinates' Appraisals *Nov.* 30
Training Supervisors to Use Organizational Behavior Modification ..... *Sept.* 38

T

TRAINING (See also Human Resource Management and Social Responsibilities.)

Back to School—to Learn Sign Language (PAW) .... *Mar.* 4
Behavior Modification: Training the Hard-Core Unemployed ..... *May* 65
Evaluation—the Forgotten Finale of Training ..... *Nov.* 59
A Success Story: Cooperative School-Bank Training Programs ..... *July* 58

W

WOMEN IN THE WORKFORCE

Women Flooding the Job Market—but the Men Fight Back (PAW) ..... *Mar.* 6

AUTHOR INDEX—1973

Arvey, Richard D. with Marvin D. Dunnette and Paul A. Banas

Why Do They Leave? ..... *May* 25

Banas, Paul A. with Marvin D. Dunnette and Richard D. Arvey

Why Do They Leave? ..... *May* 25

Bauer, Raymond A.

The Corporate Social Audit: Where Does It Stand Today? ..... *July* 8

Bender, Joseph M.

What Is "Typical" of Assessment Centers? ..... *July* 50

Bennett, George

Tools to Resolve Labor Disputes in the Public Sector ..... *Mar.* 40

Black, James M. and Charles R. Milton

Theory X, Theory Y, or Something in Between? *May* 45

Boyce, James E.

No Promotion? Try Rotation ..... *Mar.* 56

Cogan, Russell E.

Management Development for Nationals Overseas ..... *Mar.* 24

Conley, W. D. and F. W. Miller

MBO, Pay, and Productivity ..... *Jan.* 21

Dalaba, O. Gene

Misuses of Compensation as a Motivator ..... *Sept.* 30

Dunnette, Marvin D. with Richard D. Arvey and Paul A. Banas

Why Do They Leave? ..... *May* 25

Flowers, Vincent S. and Charles L. Hughes

Shaping Personnel Strategies to Disparate Value Systems ..... *Mar.* 8

Folker, David A.

Does the Industrial Engineer Dehumanize Jobs? *July* 62

Foster, Charles E. with Steven D. Norton and David P. Gustafson

How One Company Assesses Management Potential ..... *Mar.* 48

Greenblatt, Alan D.

Maximizing Productivity Through Job Enrichment ..... *Mar.* 31

Gustafson, David P. with Steven D. Norton and Charles E. Foster

How One Company Assesses Management Potential ..... *Mar.* 48

Hegarty, W. Harvey

Supervisors' Reaction to Subordinates' Appraisals ..... *Nov.* 30

Hershey, Robert

Coming: A Locked-In Generation of Workers *Nov.* 23

Highton, Frank E.

The Pay Board and Productivity Bargaining .... *Jan.* 8

Hines, William Watson III

With Company Blessings: Corporate Trainers in Community Service ..... *Nov.* 52

Hughes, Charles L. and Vincent S. Flowers

Shaping Personnel Strategies to Disparate Value Systems ..... *Mar.* 8

Klos, Louis A.

A Success Story: Cooperative School-Bank Training Programs ..... *July* 58

Laserson, Nina

Profiles of Five Second-Careerists ..... *Jan.* 36

Likert, Rensis

Human Resource Accounting: Building and Assessing Productive Organizations ..... *May* 8

Lindo, David K. and David R. Zehnder

Giving Credit Where Credit Is Due ..... *July* 39

Lupton, Daniel E.

Assessing the Assessment Center—A Theory Y Approach ..... *Nov.* 15

Luthans, Fred and David Lyman

Training Supervisors to Use Organizational Behavior Modification ..... *Sept.* 38

Lyman, David and Fred Luthans

Training Supervisors to Use Organizational Behavior Modification ..... *Sept.* 38

Meade, Thomas M.

Capturing Entrepreneurial Executives ..... *Nov.* 47

Miller, F. W. and W. D. Conley

MBO, Pay, and Productivity ..... *Jan.* 21

Milton, Charles R. and James M. Black

Theory X, Theory Y, or Something in Between? *May* 45

Morano, Richard

Value Scaling as a Counseling Aid ..... *Sept.* 60

Murdick, Robert G. and Joel E. Ross

People, Productivity, and Organizational Structure ..... *Sept.* 8

Norton, Steven D. with Charles E. Foster and David P. Gustafson
How One Company Assesses Management Potential ..... *Mar.* 48

Osgood, Donald W.
The Personnel Manager's Front-Line Role in the Marketing Field ..... *Nov.* 41

Parker, Treadway C.
Evaluation—The Forgotten Finale of Training *Nov.* 59

Pearse, Robert F.
The Fine Art of Managerial Hustling ..... *Sept.* 53

Penzer, William
Employee Attitudes Toward Attitude Surveys *May* 60

Rader, Louis T.
How Relevant Is Engineering Education to Industry's Needs? ..... *Jan.* 54

Ross, Joel E. and Robert G. Murdick
People, Productivity, and Organizational Structure ..... *Sept.* 8

Safren, Miriam A.
Title VII and Employee Selection Techniques .... *Jan.* 26

Schaaf, Eric H. and Jerome Siegel
Corporate Responsiveness to the Drug Abuse Problem ..... *Nov.* 8

Scherba, John
Outplacement as a Personnel Responsibility .. *May* 40

Schneier, Craig Eric
Behavior Modification: Training the Hard-Core Unemployed ..... *May* 65

Schuster, Jay R. and Jon D. Sutcliffe
Flexible Compensation During Controls ..... *Jan.* 61

Scott, Richard D.
Taking Subjectivity out of Performance Appraisal *July* 45

Sedwick, Robert C.
Company Recruiters—Unpersuasive Pitchmen .... *Sept.* 63

Siegel, Jerome and Eric H. Schaaf
Corporate Responsiveness to the Drug Abuse Problem ..... *Nov.* 8

Simonds, Rollin
OSHA Compliance: "Safety Is Good Business" ..... *July* 30

Sutcliffe, Jon D. and Jay R. Schuster
Flexible Compensation During Controls ..... *Jan.* 61

Tarnowieski, Dale
Middle Managers' New Values ..... *Jan.* 47

Traum, Richard
Manpower Bank and Reward Systems for Professionals ..... *July* 19

Truell, George
Where Have All the Achievers Gone? ..... *Nov.* 36

Wessman, Fred
The Group Construct: A Model for OD Interventions ..... *Sept.* 19

Yorks, Lyle
Key Elements in Implementing Job Enrichment *Sept.* 45

Zehnder, David R. and David K. Lindo
Giving Credit Where Credit Is Due ..... *July* 39

BOOK REVIEWS—1973

Blacks in the Industrial World: Issues for the Manager, by Theodore V. Purcell and Gerald F. Cavanagh (reviewed by M. C. Fritzsche) ..... *Jan.* 67

Group Training Techniques: Cases, Applications, and Research, Edited by M. L. Berger and P. J. Berger (reviewed by William Watson Hines III) ..... *July* 68

The Job Revolution, by Judson Gooding (reviewed by William S. Walsh) ..... *Mar.* 63

Where Have All the Robots Gone? Worker Dissatisfaction in the 70s, by Harold L. Sheppard and Neal Q. Herrick (reviewed by William S. Walsh) ..... *Mar.* 63

STATEMENT OF OWNERSHIP, MANAGEMENT, AND CIRCULATION (Act of August 12, 1970: Section 3685, Title 39. United States Code).

1. Title of publication: PERSONNEL. 2. Date of filing: September 28, 1973. 3. Frequency of issue: Bimonthly. 4. Location of known office of publication: Saranac Lake, N.Y. 12983. 5. Location of the headquarters of general business offices of the publishers (not printers): 135 West 50th Street, New York, N.Y. 10020. 6. Names and addresses of publisher, editor, and managing editor: Publisher: AMACOM, a division of American Management Associations, 135 West 50th Street, New York, N.Y. 10020; Editor-in-Chief: Ernest C. Miller, 135 West 50th Street, New York, N.Y. 10020; Executive Editor: Frances Fore, 135 West 50th Street, New York, N.Y. 10020. 7. Owner (if corporation, its name and address must be stated and also immediately thereunder the names and addresses of the individual owners must be given. If owned by a partnership or other unincorporated firm, its name and address, as well as that of each individual, must be given.): American Management Associations, 135 West 50th Street, New York, N.Y. 10020; James L. Hayes, President, 135 West 50th Street, New York, N.Y. 10020. 8. Known bondholders, mortgagees, and other security holders owning or holding 1 percent or more of total amount of bonds, mortgages, and other securities (if there are none, so state): Ford Motor Credit Company, Dearborn, Michigan; Oneida Valley National Bank, Norwich, N.Y. 9. For optional completion by publishers mailing at the regular rates (Section 132.121, Postal Service Manual): 39 U.S.C. 3626 provides in pertinent part: "No person who would have been entitled to mail matter under former section 4359 of this title shall mail such matter at the rates provided under this subsection unless he files annually with the Postal Service a written request for permission to mail matter at such rates." In accordance with the provisions of this statute, I hereby request permission to mail the publication named in Item 1 at the reduced postage rates presently authorized by 39 U.S.C. 3626. (Signed): Frances Fore, Executive Editor. 10. For completion by nonprofit organizations authorized to mail at special rates (Section 132.122, Postal Manual): NA. 11. Extent and nature of circulation:

	Average no. copies each issue during preceding 12 months	*Actual no. copies of single issue published nearest to filing date*
A. Total no. copies printed (Net press run)	58,610	58,413
B. Paid circulation		
1. Sales through dealers and carriers, street vendors, and counter sales	136	134
2. Mail subscriptions	58,082	57,983
C. Total paid circulation	58,218	58,117
D. Free distribution by mail, carrier, or other means		
1. Samples, complimentary, and other free copies	150	150
2. Copies distributed to news agents, but not sold	0	0
E. Total distribution (Sum of C and D)	58,368	58,267
F. Office use, left-over, unaccounted, spoiled after printing	242	146
G. Total (Sum of E and F—should equal net press run shown in A)	58,610	58,413

FRANCES FORE, Executive Editor